



# Success Network Policy Committee: College and Career Pathway Endorsement Workgroup

Session 2

April 25, 2025, 10:30–11:30 a.m.

*As you enter, please write your name and organization in the chat.*



ILLINOIS EDUCATION AND CAREER  
**SUCCESS NETWORK**

We will be recording for internal  
notetaking purposes.

# Agenda

- Workgroup Flow + Norms
- What We Heard: Survey Results
- Breakout Groups: Root Cause Analysis
- Reflection and Action Planning

# Our Objectives

In this workgroup, we will...

- Conceptualize value for students and colleges in implementing the College and Career Pathway Endorsement (CCPE) framework;
- Understand barriers to access and implementation for endorsements in districts across the state;
- Identify geographic variation in these challenges;
- Share best practices in building awareness & buy-in as well as resources for implementation;
- Ideate solutions to increase access for endorsement earners and ease of implementation for schools;
- Identify recommendations for practitioners and policymakers to expand access to CCPEs.



# CCPE Workgroup Flow



# Workgroup Norms

**This is a brave space.** While we need to be kind and respectful of one another, these conversations will be challenging and may involve some serious discomfort. We need to come prepared to be honest, vulnerable, and open.

**Get informed.** Consider data and other evidence that frame the challenges at hand without relying heavily on anecdotal stories. Further, examine and acknowledge potential biases present or voices that may be represented.

**Be present.** Come curious and ready to participate, and stay engaged throughout. Be mindful of the space you take up, stepping back to hold space for others and stepping up when you've been quieter. Pay attention to verbal and nonverbal cues from yourself and team members and be mindful of the vibe.

**Seek to understand different perspectives.** We all have something to contribute, and we all enter this space with different identities and experiences. Encourage and make space for other voices and listen to understand, not simply to respond.

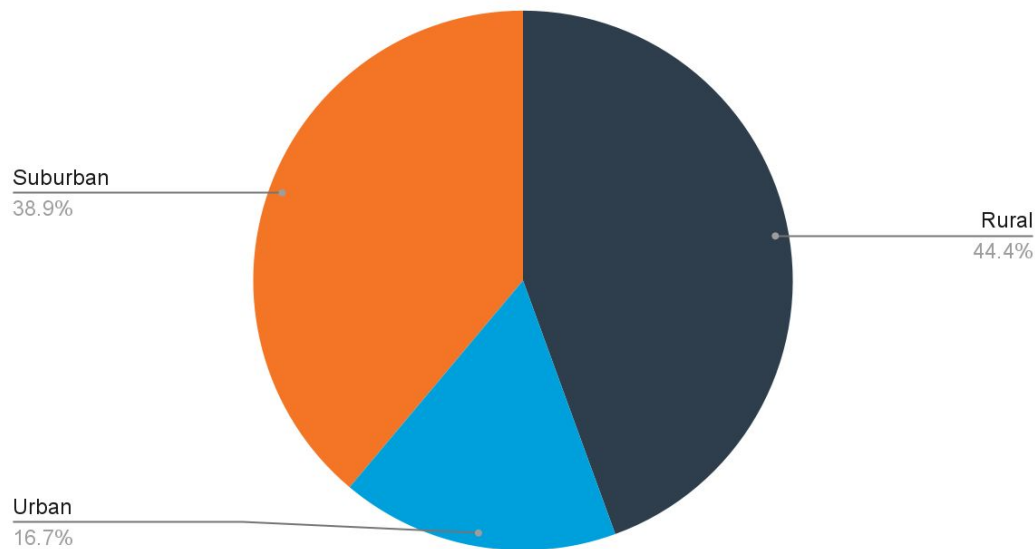
**Leave with lessons, but the stories stay.** We all bring a wealth of knowledge to our respective fields and much of that is contextually tied to our communities. In order to respect confidentiality, we will honor one another by sharing our learnings from this space without sensitive specifics.

# What We Heard

*Survey + Discussion Analysis from  
Session 1*

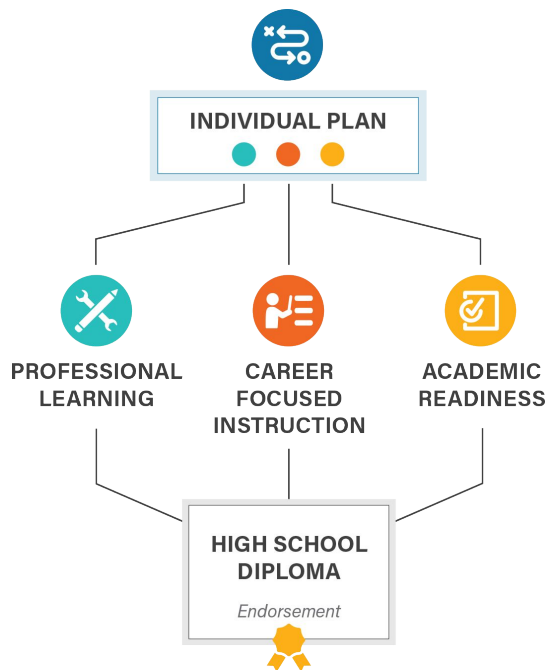
# Who is in the room?

Which best describes your geography?



from CCPE Workgroup Qualtrics survey, 4/4/2025

# College and Career Pathway Endorsements Framework



## INDIVIDUAL PLAN

Each student completing an endorsement must have an individualized plan, which includes college planning linked to early understanding of career goals, financial aid, resume, and personal statement.

## PROFESSIONAL LEARNING

Awareness, exploration, and preparation activities that provide opportunities for students to interact with adults in their workplace and gain essential employability and technical competencies.

| 9th  | 10th | 11th   | 12th |
|--|------|--|------|
| At least 2 career exploration activities or 1 intensive experience |      | 60 cumulative hours of paid or for credit, supervised career development experience(s) with a professional skills assessment r |      |
| At least 2 team-based challenges with adult mentoring              |      |  |      |

## CAREER-FOCUSED INSTRUCTIONAL SEQUENCE

2 years of secondary coursework or equivalent that include essential employability and technical competencies, at least 6 hours of early college credit, and articulation to a postsecondary credential with labor market value.

| 9th                                | 10th                      | 11th | 12th                        |
|------------------------------------|---------------------------|------|-----------------------------|
| Orientation / Introduction Courses |                           |      |                             |
|                                    | Skill Development Courses |      |                             |
|                                    |                           |      | Capstone / Advanced Courses |

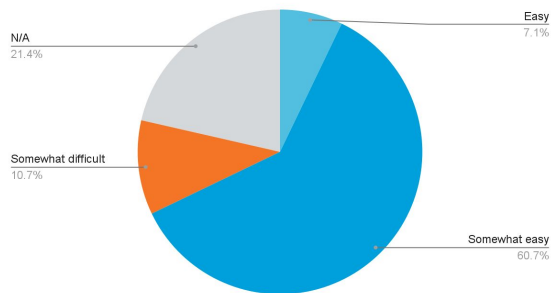
## ACADEMIC READINESS

Ready for non-remedial coursework in reading and math by high school graduation through criteria defined by the school district and local community college.

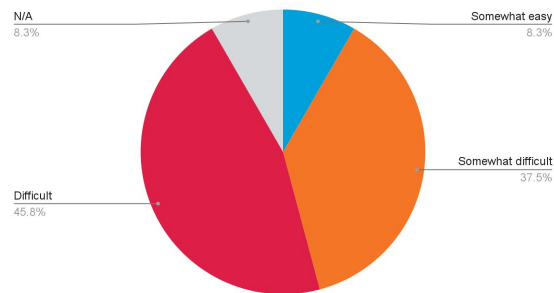


# How easy or difficult is each CCPE component to implement?

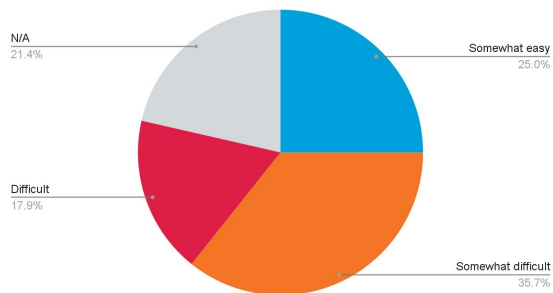
Individual Plan



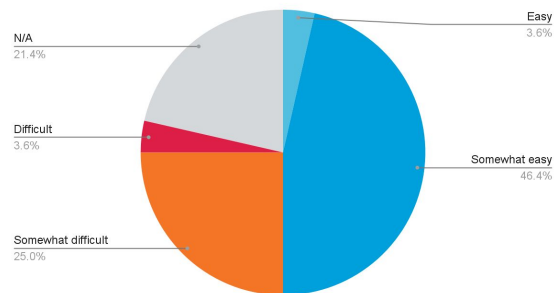
Professional Learning



Career Focused Instruction



Academic Readiness



from CCPE Workgroup  
Qualtrics survey, 4/4/2025

# Key Takeaways from Session 1 + Survey

## Takeaway #1:

Approval **processes** can sometimes impede CCPE implementation.

## Takeaway #2:

**Partnerships** are everything, but can be difficult to establish and maintain.

## Takeaway #3:

Successful implementation depends on seamless **logistics**.

## Takeaway #4:

Challenges in implementation trickle down to impact **student access** and **equity**.

# Takeaway #1: Approval processes can sometimes impede CCPE implementation

*Themes: Challenging approval processes for different components, especially team-based challenges*

Developing the team challenges with the precise language ISBE wants has been challenging.

Once a process and routine have been established, I believe the process will move smoother. There are a lot of moving parts right now.

The intent behind the CCPE is good, but the implementation and process is not. It needs reworked.

I also have heard from supts that the state bureaucracy side of CCPEs & getting the ISBE grant for CTE Education pathways is a barrier.

The difficulty in knowing what will be approved or not as it seems to depend on who is reading the submissions.

Team Based Challenges should have been easy/basic, seemed to grow into something else. It has gotten simpler now in new system.

Team based challenge wording, frustration in having to re-do plans 3 times in 3 years - soured folks and diminished sense of value they see for students.

The submission process is extremely painful and daunting.

# Takeaway #2: Partnerships are everything, but can be difficult to establish and maintain

*Themes: Connections between high school and community colleges, ownership of components (who is doing what), building awareness and buy-in for CCPE champions, connections to industry partners*

Difficulty with turnaround at community college and different expectations for dual credit.

Establishing the relationship between school & industry to develop the WBL + exploration activities

Working with employers to develop authentic team based challenges has been difficult.

I have gotten a lot of buy-in from teachers by getting buy-in from supers, then going into buildings to talk to teachers.

It's difficult to figure out from school to school who is responsible [for CCPE components].

Wanting to centralize career fairs. Heartened that folks want to collaborate in that way.

Our business partners have no idea what CCPE is, so it means nothing to them when they are hiring a student.

# Takeaway #3: Successful implementation depends on seamless logistics

*Themes: Limited transportation, teacher credentialing, scheduling, data collection, and counselor constraints are challenges.*

When school counselors do not have a recommended caseload of 250:1, the reliability & fidelity of career plans is marginalized

We implemented SchoolLinks two year ago, which has help our team have a one stop spot for our Individual Plans for each student.

Scheduling, transportation, and number of employer partner sites for WBL, in large high school classes.

Transportation for WBL continues to be an issue. Because of our bus driver shortage, we are only able to transport students between certain hours.

60 hours – if you're trying to embed this at HS and consider traditional class periods, you're cutting it close in one semester

It required a reallocation of funding streams and a significant investment in staffing for WBL.

Credentialed educators for dual credit is a significant issue - requires long-term investment in the credentialing of dual credit faculty.

It is getting more and more challenging to get all of these things into a 4 year high school career.

School based enterprises – helps with avoiding transportation, age issues. Early childhood and hospitality, automotive, IT help desk.

# Takeaway #4: Challenges trickle down to impact student access and equity

*Themes: Inequitable experiences between male and female students, lack of access for students of color, challenges for rural students, age constraints*

Discrepancy between unpaid WBLs that tend to be more female, like CNA or early childhood, vs. paid WBLs for manufacturing etc. that tend to be more male.

Concerned about access for students of color - districts that are predominantly white produce majority of endorsements

I always joke, but it is true, what does a rural district do for WBL when their local business pool is a Casey's and a Dollar General? It is inequitable.

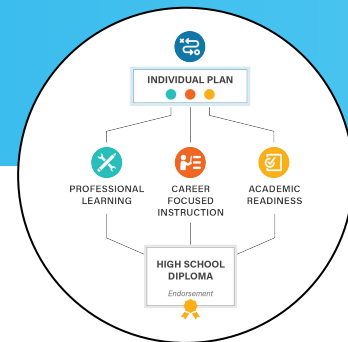
Age constraints and insurance issues – manufacturing (OSHA), construction/trades, public services (fire, criminal justice) – students can't see certain things.

Rural districts have difficulty finding partners for TBC and WBL. Some rural districts don't have access to those partners because they simply do not exist in rural settings.

Lack of access for students with disabilities (in dual credit and beyond).

Challenge in recruiting school counselors that represent the diversity of the students they are supporting.

# Breakout Sessions



## GROUP 1

### Partnerships for Success

*Are you in the process of implementation but struggling with partnerships, either between HS and CC, between HS and industry, or within a district or campus? Join this group to share challenges and analyze root causes.*

## GROUP 2

### Logistics of Implementation


*Are you in the process of implementation but struggling with the logistics of dual credit, WBL, or individual planning? Join this group to share challenges and analyze root causes.*

## GROUP 3

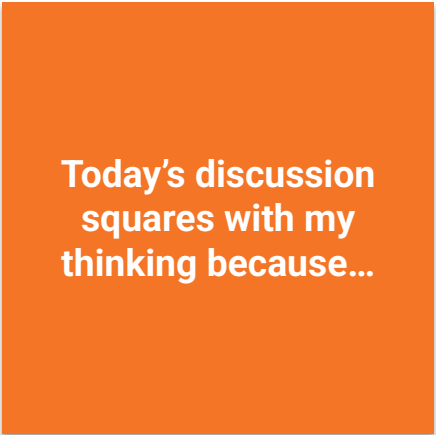
### Student Recruitment, Access and Equity

*Are you in the process of implementation but struggling to recruit or expand access to students of all identities? Join this group to share challenges and analyze root causes.*

# Closing Reflections

A large green circle with a subtle drop shadow.

Something still  
circling in my  
head is...

A large orange square with a subtle drop shadow.

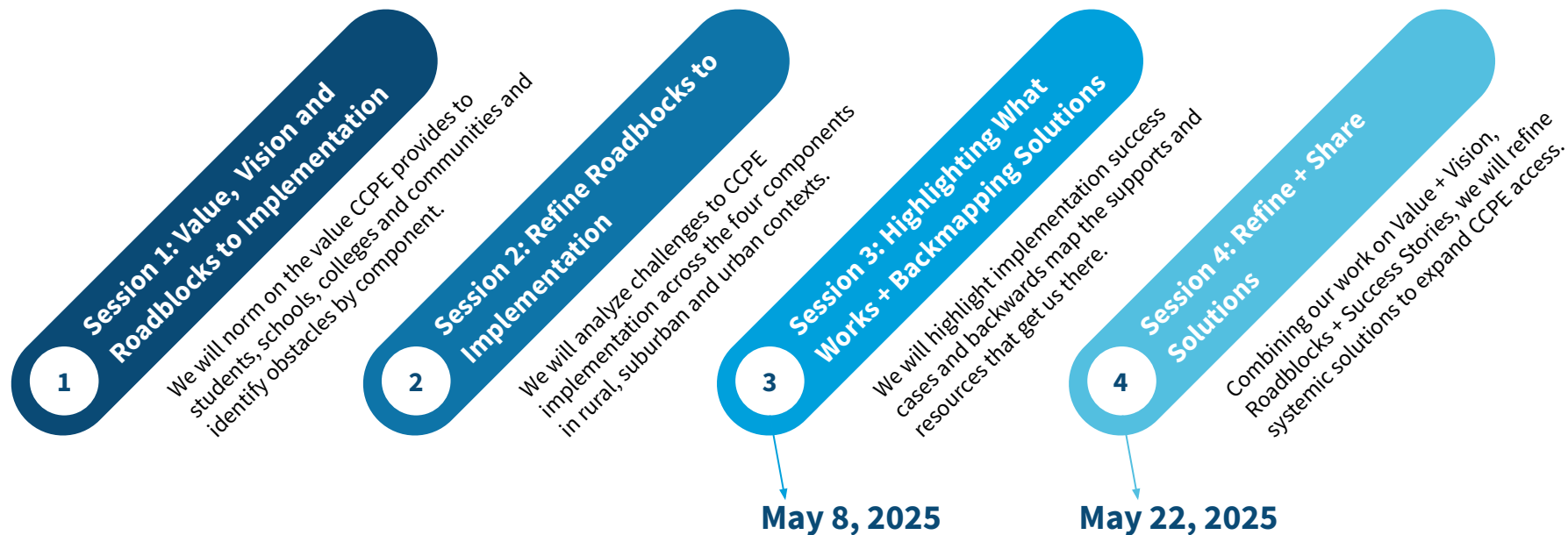
Today's discussion  
squares with my  
thinking because...

A large blue triangle with a subtle drop shadow.

One  
important  
point from  
today is...



# CCPE Workgroup Flow



**Please share your  
feedback on our Exit Slip.**

**Thank you!**



ILLINOIS EDUCATION AND CAREER  
**SUCCESS NETWORK**

***Policy Committee***

## **Next CCPE Workgroup**

May 8, 10:30–11:30 a.m.

## **Building Pathways to Career, Connection, and Choice**

April 28, 10–11:00 a.m.

## **Q2 Full Committee Meeting**

June 3, 9:30–11 a.m.

*Register at [ILSuccessNetwork.org/  
policy-committee](https://ILSuccessNetwork.org/policy-committee)*